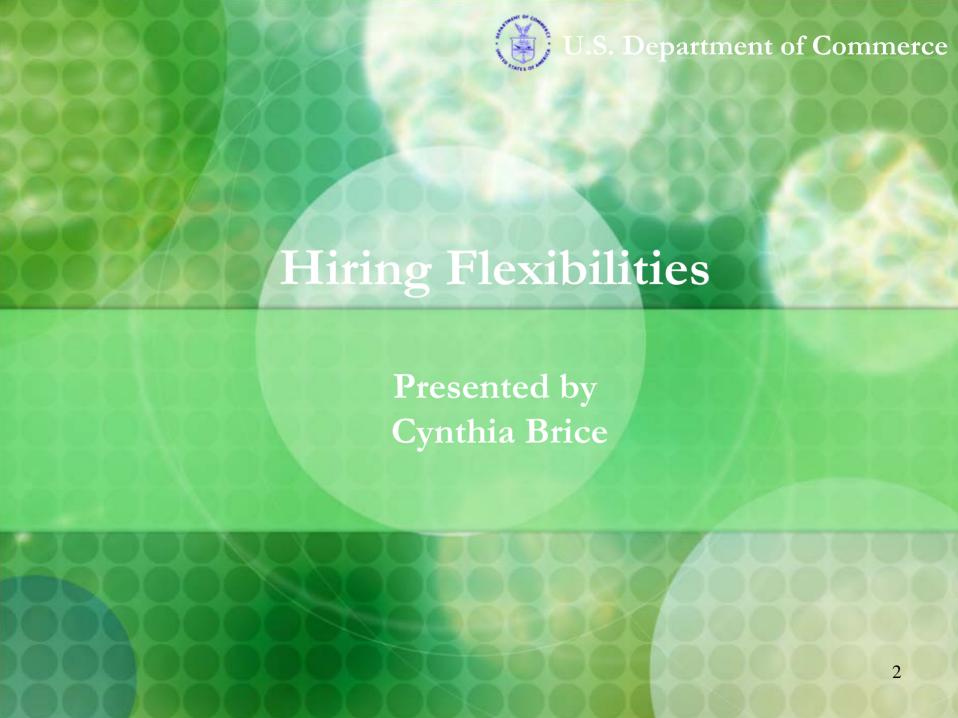
HUMAN RESOURCES SUMMIT

'The Changing Faces of Human Resources for HR Professionals'

February 8, 2006



Agenda



Hiring Flexibilities

- Office of Personnel Management's Online Tool
- Veterans Appointing Authorities
- Student Appointing Authorities
- Excepted Service Appointing Authorities
- Direct-hire Authority



Learning Objectives



The Office of Personnel Management authorized a variety of hiring flexibilities that dramatically improves Commerce's ability to get the right people, in the right jobs, at the right time. This briefing will review a variety of available hiring flexibilities such as:

- Employment of veterans
- Employment of people with disabilities
- Student and excepted-service employment authorities
- Direct hire authorities

Summary



- Increased usage of OPM authorized hiring flexibilities enhances the Department's goal of hiring within the 45-day model
- Bureaus will be required to report the usage of hiring flexibilities each quarter

What's on the Horizon



- Human Capital Scorecard Quarterly Hiring
- Timeline report to OPM Due March 2006



Where to Get More Information

- OPM website http://www.opm.gov
- OHRM website http://ohrm.os.doc.gov/
- Office of Human Resources Management
 Office of Human Capital Management and Strategic Recruitment cbrice@doc.gov
 (202) 482-6402



QUIZ

- 1. What hiring authority should be used for attorneys?
 - Schedule A
 - Schedule C
 - Schedule B
- 2. What is the maximum amount of time allowed for the conversion of SCEPs after graduation?
 - No time limit
 - 90 days
 - 120 days
- The VRA authority allows for veterans to be appointed to a grade of GS-11 or higher
 - True
 - False
- 4. What is the highest entry level grade for a Senior Presidential Management Fellow
 - GS-13
 - GS-14
 - GS-15
 - SES